

Committee: Cabinet

Date: 25 June 2018

Wards: All

Subject: Scrutiny review of the recruitment and retention of teachers in Merton

Lead officer: Julia Regan, Head of Democracy Services

Lead member: Councillor Peter Southgate, Chair of Overview and Scrutiny Commission

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Recommendations:

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1. That Cabinet considers the report and recommendations (attached in Appendix 1) arising from the scrutiny review of the recruitment and retention of teachers in Merton undertaken by the Overview and Scrutiny Commission;
 2. That Cabinet decides how it wishes to respond to the recommendations of the task group. In particular whether it wishes to accept the recommendations and to respond to these through an action plan to be drawn up by officers in consultation with the lead Cabinet Member(s) to be designated by Cabinet;
 3. That Cabinet decides whether it wishes to formally approve this action plan prior to it being submitted to the Overview and Scrutiny Commission.
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1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. To present the scrutiny review report on the recruitment and retention of teachers in Merton and to seek approval to implement the review recommendations through an action plan drawn up by officers in consultation with a lead Cabinet Member to be designated by Cabinet.

2 DETAILS

- 2.1. This issue was initially drawn to the attention of the Children and Young People Overview and Scrutiny Panel by the headteacher of the Priory School. The Panel, mindful that this was a cross-cutting issue, particularly in relation to housing supply, referred the matter to the Overview and Scrutiny Commission.
- 2.2. The Commission agreed to establish a task group with very focussed terms of reference:
 - To identify the issues that impact on the recruitment and retention of staff in Merton's schools;
 - To consider how Merton Council and its partners can assist schools with the recruitment and retention of high quality staff in Merton's schools.
- 2.3. The task group's findings and recommendations are set out in a report for Cabinet's consideration, attached at Appendix 1.

3 ALTERNATIVE OPTIONS

- 3.1. The Overview and Scrutiny Commission can select topics for scrutiny review and for other scrutiny work as it sees fit, taking into account views and suggestions from officers, partner organisations and the public.
- 3.2. Cabinet is constitutionally required to receive, consider and respond to scrutiny recommendations within two months of receiving them at a meeting.
- 3.3. Cabinet is not, however, required to agree and implement recommendations from overview and scrutiny. Cabinet could agree to implement some, or none, of the recommendations made in the scrutiny task group's report.

4 CONSULTATION UNDERTAKEN OR PROPOSED

- 4.1. In carrying out its review, the task group questioned council officers and headteachers as well as receiving written views from newly qualified teachers in Merton.
- 4.2. Appendix 1 of the task group report lists the written evidence received by the task group and Appendix 2 contains a list of witnesses at each meeting and details of visits made by the task group.

5 TIMETABLE

- 5.1. The report was approved by the Commission at its meeting on 25 January 2018 and it was agreed to present the report to Cabinet.
- 5.2. Cabinet is asked to provide a formal response to the Commission at its first meeting of the 2018/19 municipal year.

6 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 6.1. None for the purposes of this covering report. Any specific resource implications will be identified and presented to Cabinet prior to agreeing an action plan for implementing the report's recommendations.

7 LEGAL AND STATUTORY IMPLICATIONS

- 7.1. None for the purposes of this report.

8 HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

- 8.1. None for the purposes of this report.

9 CRIME AND DISORDER IMPLICATIONS

- 9.1. None for the purposes of this report.

10 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

- 10.1. None for the purposes of this report.

11 APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT

- Appendix 1 – task group review report on the recruitment and retention of teachers in Merton

12 BACKGROUND PAPERS

12.1. Notes of task group meetings

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